

Office of Personnel Management

§ 531.203

- 531.405 Waiting periods for within-grade increase.
- 531.406 Creditable service.
- 531.407 Equivalent increase determinations.
- 531.408 [Reserved]
- 531.409 Acceptable level of competence determinations.
- 531.410 Reconsideration of a negative determination.
- 531.411 Continuing evaluation after withholding a within-grade increase.
- 531.412 Effective date of within-grade increase.
- 531.413 Reports and evaluation of within-grade increase authority.
- 531.414 Interim within-grade increase.

Subpart E—Quality Step Increases

- 531.501 Applicability.
- 531.502 Definitions.
- 531.503 Purpose of quality step increases.
- 531.504 Level of performance required for quality step increase.
- 531.505 Restrictions on granting quality step increases.
- 531.506 Effective date of a quality step increase.
- 531.507 Agency responsibilities.
- 531.508 Evaluation of quality step increase authority.

Subpart F—Locality-Based Comparability Payments

- 531.601 Purpose.
- 531.602 Definitions.
- 531.603 Locality pay areas.
- 531.604 Determining an employee's locality rate.
- 531.605 Determining an employee's official worksite.
- 531.606 Maximum limits on locality rates.
- 531.607 Computing hourly, daily, weekly and biweekly locality rates.
- 531.608 Relationship of locality rates to other pay rates.
- 531.609 Adjusting or terminating locality rates.
- 531.610 Treatment of locality rate as basic pay.
- 531.611 Miscellaneous provisions.

Subpart G [Reserved]

AUTHORITY: 5 U.S.C. 5115, 5307, and 5338; sec. 4 of Public Law 103-89, 107 Stat. 981; and E.O. 12748, 56 FR 4521, 3 CFR, 1991 Comp., p. 316; Subpart B also issued under 5 U.S.C. 5303(g), 5305, 5333, 5334(a) and (b), and 7701(b)(2); Subpart D also issued under 5 U.S.C. 5335 and 7701(b)(2); Subpart E also issued under 5 U.S.C. 5336; Subpart F also issued under 5 U.S.C. 5304, 5305, and 5941(a); E.O. 12883, 58 FR 63281, 3 CFR, 1993 Comp., p. 682; and E.O. 13106, 63 FR 68151, 3 CFR, 1998 Comp., p. 224.

Subpart A [Reserved]

Subpart B—Determining Rate of Basic Pay

SOURCE: 70 FR 31291, May 31, 2005, unless otherwise noted.

GENERAL PROVISIONS

§ 531.201 Purpose.

This subpart contains regulations of the Office of Personnel Management (OPM) implementing 5 U.S.C 5332, 5333, and 5334, which deal with setting and adjusting rates of basic pay for General Schedule (GS) employees. These regulations are supplemented by regulations on GS within-grade increases in subpart D of this part; GS quality step increases in subpart E of this part; locality rates in subpart F of this part; special rates in 5 CFR part 530, subpart C; and grade and pay retention in 5 CFR part 536.

§ 531.202 Coverage.

This subpart covers employees who occupy positions classified and paid under the GS classification and pay system, as provided in 5 U.S.C. 5102 and 5331 or other applicable laws. Law enforcement officers (LEOs) receiving LEO special base rates are covered by the GS classification and pay system, but receive higher base rates of pay in lieu of GS rates at grades GS-3 through GS-10. This subpart also covers GS employees who receive special rates under 5 U.S.C. 5305 and 5 CFR part 530, subpart C.

§ 531.203 Definitions.

In this subpart:

Agency means an Executive agency as defined in 5 U.S.C. 105 or an agency in the legislative branch with employees covered by this subpart. To the extent that the regulations in this subpart relate to non-GS service in the Federal Government, *agency* includes any other agency in the Federal Government.

Demotion means a change of an employee, while continuously employed, from one GS grade to a lower GS grade, with or without a reduction in pay.

Employee means an employee as defined in 5 U.S.C. 2105 who is covered by